Pensions

Continued from Page 21

State of the Union address in January that he would introduce a bill to eliminate inequities that women face in pension benefits, Mr. Dingell's bill would also cover bias in health, automobile, and life insurance.

T. Timothy Ryan, Jr., Solicitor of Labor, testified about the recent Labor Department study on pension benefits, adding that the Administration would have to look at the other types of insurance in more detail before it could take a position on legislation to outlaw inequities in them.

His testimony emphasized that while women receive lower monthly pension benefits when they choose the "single-life annuity" option, under which they receive monthly payments after they retire, men now receive lower benefits than women under some other options.

'Joint-Survivor Option'

If men choose a "joint-survivor and annuity option," under which, should the men die, their wives continue to receive monthly payments, they receive lower monthly benefits than women receive if they choose the joint option, said Diane E. Berkley, special assistant to Mr. Ryan.

"The man's spouse is likely to outlive him, so the payments he receives will have to be reduced to fund the benefits his spouse will receive later," she said, while women choosing the joint-survivor option are generally expected to live longer than their husbands, so the payments wouldn't extend after they die.

About 30 per cent of male retirees in the private sector select the joint option, she said.

Clarence Thomas, chairman of the Equal Employment Opportunity Commission, testified that HR 100 appeared to be consistent with Title VII of the Civil Rights Act of 1964, which bars employment discrimination. But, he said, "this consistency alone may not be sufficient to justify the mandatory across-the-board equalization which this bill requires. This mandatory equalization is far different from the flexible remedies available under Title VII."

A number of spokesmen for the insurance industry who testified at the hearings emphasized that women now often pay less than men for some types of life insurance and for auto insurance.

Increases and Decreases

But, said Mary Gray, president of the Women's Equity Action League and a mathematics professor at American University, if discrimination on the basis of sex were eliminated in calculating the premiums and benefits of insurance, "while some women would pay more for auto and life insurance, women would in general pay less for pensions."

"The amount of money involved in pension premiums is, for most people, far more than that involved in auto and life insurance. In my own case, the ratio is nearly 10 to 1," she said.

"It is also true that some men would benefit from nondiscriminatory practices with respect to pensions. Under unisex plans, the benefit to a male annuitant under a joint-survivor option would be greater than under sex-segregated plans. However, this is also an advantage to the female spouse of an annuitant."

Further, she said, "we oppose discrimination against men as well as against women."

FACT–FILE

Median Salaries of Administrators, 1982-83

	All institutions	1-year change	Public institutions	Private institutions	All universities	4-year colleges	2-year colleges
Chief executive of a system	$66,725	+ 6.4%	$65,950	$72,000	$77,252	$69,000	$56,834
Chief executive of a single institution	55,624	+ 7.5%	55,693	55,400	67,760	54,000	50,000
Executive vice-president	49,000	+12.6%	50,000	45,510	56,000	41,000	46,066
Chief academic officer	44,136	+ 7.4%	47,000	40,000	56,123	40,680	40,000
Chief budgeting officer	35,210	+ 6.2%	35,492	33,400	38,296	30,751	33,177
Chief business officer	41,712	+ 7.0%	43,500	38,500	52,176	38,135	37,433
Chief development officer	37,508	+ 7.2%	39,234	36,000	44,863	34,691	30,320
Chief development and public-relations officer	42,000	+17.3%	41,262	42,000	48,000	36,200	34,629
Chief health-professions officer	53,920	+12.4%	52,545	60,500	78,700	29,925	32,100
Chief personnel and human-resources officer	31,500	+ 6.1%	33,460	27,500	35,040	25,050	33,411
Chief physical-plant officer	32,000	+14.3%	34,017	28,250	38,097	28,000	29,713
Chief planning officer	38,580	+ 5.5%	40,140	32,760	44,600	33,296	37,248
Chief planning and budget officer	45,600	+ 9.4%	45,600	45,800	50,350	34,790	38,000
Chief public-relations officer	27,666	+ 3.6%	32,000	24,250	38,300	23,000	26,005
Chief student-affairs officer	36,750	+ 7.0%	40,000	31,000	46,200	31,710	36,000
Administrator, grants and contracts	33,500	+11.4%	34,254	28,355	37,331	24,782	28,400
Administrator, hospital medical center	64,950	+ 5.6%	63,000	80,000	64,963	—	—
Bursar	22,900	+ 3.6%	25,168	20,809	27,000	18,800	22,000
Chaplain	20,575	—	—	20,000	25,534	18,150	16,872
Comptroller	33,000	+10.4%	34,857	30,100	38,688	28,000	29,746
Registrar	27,500	+ 8.0%	31,000	23,165	32,339	23,390	28,000
Director, admissions	28,999	+ 6.3%	30,197	27,500	33,486	27,500	27,308
Director, admissions and financial aid	31,152	+ 3.8%	28,902	33,100	39,132	31,152	27,042
Director, affirmative action, equal employment	30,632	+ 7.1%	30,653	30,500	31,769	27,295	29,150
Director, alumni affairs	23,276	+ 6.2%	25,560	21,000	27,200	20,157	15,688
Director, athletics	31,710	+ 2.6%	34,750	27,950	39,180	27,744	29,175
Director, athletics, men	29,125	– 9.9%	34,121	24,550	34,000	24,550	22,700
Director, athletics, women	23,268	– 8.7%	27,100	19,300	26,747	18,117	22,350
Director, auxiliary services	31,779	+ 5.9%	33,228	29,500	36,958	26,100	26,500
Director, bookstore	16,740	+ 3.3%	21,555	15,500	26,400	15,000	17,500
Director, campus recreation and intramurals	22,260	+ 2.8%	23,517	19,200	24,000	18,500	24,274
Director, campus security	23,764	+ 9.3%	26,000	20,196	28,000	19,642	21,733
Director, community services	29,092	+ 2.4%	30,365	22,000	29,903	23,000	30,738
Director, computer center	32,427	+ 8.1%	34,740	28,250	40,100	28,000	30,313
Director, development and alumni affairs	34,419	+ 7.4%	35,456	30,000	38,506	28,350	26,203
Director, educational-media services	24,600	+ 3.2%	27,328	18,950	29,686	19,464	25,099
Director, food services	26,750	+11.1%	28,091	25,500	31,180	24,400	19,962
Director, foreign students	24,515	+ 2.1%	25,570	22,500	24,798	23,241	20,423
Director, housing and food services	38,000	—	38,000	32,700	39,654	32,700	—
Director, information office	25,629	+ 9.5%	26,520	23,345	30,372	21,570	23,360
Director, information systems	35,800	+ 3.1%	36,700	33,300	37,800	27,200	34,478
Director, institutional research	31,805	+ 7.1%	33,000	27,000	35,000	27,006	29,945
Director, internal audit	30,440	+ 7.3%	30,779	28,600	32,155	22,400	28,789
Director, international-studies education	32,540	+ 5.0%	33,820	26,000	34,400	25,121	32,849
Director, learning-resources center	28,185	– 0.8%	30,439	20,568	31,805	21,800	30,202
Director, legal services	43,000	+ 4.9%	42,420	48,400	44,500	41,064	34,821
Director, library services	30,370	+ 6.8%	34,469	25,641	40,020	26,000	27,416
Director, news bureau	22,260	+ 5.0%	24,728	19,425	24,778	18,344	21,195
Director, personnel and affirmative action	28,836	+12.9%	28,836	27,901	33,928	23,326	26,160
Director, publications	24,012	+ 4.4%	26,770	21,350	26,719	20,550	22,023
Director, purchasing	25,700	+ 7.1%	27,224	23,000	29,640	21,379	25,008
Director, risk management and insurance	30,444	+10.3%	30,240	30,629	33,400	—	25,529
Director, special and deferred gifts	29,282	+ 6.9%	28,827	29,400	30,800	26,739	28,569
Director, student counseling	28,200	+ 4.5%	30,499	23,000	31,320	22,356	29,413
Director, student financial aid	25,100	+ 7.7%	27,800	21,200	29,892	21,492	25,338
Director, student health services							
Physician	48,530	+ 4.0%	51,135	38,000	53,000	33,220	31,928
Nurse	16,640	– 4.5%	20,719	14,300	19,968	14,002	19,656
Director, student housing	22,470	+ 7.3%	26,747	18,500	27,500	18,500	17,430
Director, student placement	24,274	+ 7.4%	27,307	20,950	27,918	21,137	24,064
Director, student union	26,200	+ 9.2%	28,830	20,100	29,107	20,664	24,024
Dean, architecture	51,520	+ 7.0%	51,350	55,000	52,470	32,155	—
Dean, agriculture	48,072	+ 6.8%	48,859	—	54,427	36,247	31,306
Dean, arts and letters	40,000	+ 2.6%	41,600	38,678	48,072	30,480	33,000
Dean, arts and sciences	46,500	+ 9.8%	46,500	46,119	51,000	44,300	33,819
Dean, business	43,337	+ 8.8%	43,600	42,900	51,400	36,863	33,686
Dean, communications	35,925	+ 4.1%	34,723	41,000	47,000	25,795	32,249
Dean, continuing education	35,037	+ 3.6%	36,834	30,000	41,070	30,000	33,189
Dean, dentistry	70,000	+ 8.2%	68,500	73,500	71,000	—	31,075
Dean, education	44,646	+ 5.7%	45,799	34,600	48,000	36,000	31,567
Dean, engineering	54,054	+11.0%	52,041	59,040	58,936	40,125	34,212
Dean, extension	41,000	+11.7%	41,000	39,000	47,700	29,601	33,571
Dean, fine arts	41,920	+ 7.9%	43,977	30,419	46,486	28,547	35,977
Dean, graduate programs	45,860	+ 6.8%	47,160	39,000	48,000	36,210	—
Dean, health-related professions	38,200	+ 3.2%	38,420	35,500	48,596	31,050	34,793
Dean, home economics	45,516	+13.4%	46,700	23,303	49,560	25,750	—
Dean, humanities	34,200	+ 3.0%	35,896	24,109	45,500	26,223	33,225
Dean, law	67,787	+ 9.7%	64,835	69,875	68,200	62,000	—
Dean, library and information sciences	43,500	+12.7%	43,500	43,500	46,200	39,000	32,877
Dean, mathematics	33,608	+ 6.7%	35,300	24,046	37,699	24,046	34,600
Dean, medicine	86,700	+ 6.6%	83,968	113,000	86,700	—	—
Dean, music	38,000	+ 5.3%	42,165	33,900	42,000	27,265	—
Dean, nursing	39,000	+ 6.5%	40,020	36,100	47,900	33,000	31,250
Dean, pharmacy	56,460	+ 6.1%	56,460	56,160	56,650	—	—
Dean, sciences	35,730	– 0.8%	38,650	26,520	48,072	29,000	32,729
Dean, social sciences	33,085	+ 0.7%	35,000	25,066	43,250	26,853	33,698
Dean, social work	50,200	+ 9.5%	50,400	46,000	53,420	32,213	33,698
Dean, special programs	32,556	+10.8%	33,018	29,550	37,400	28,000	30,535
Dean, undergraduate programs	41,000	+ 4.6%	42,000	40,000	47,000	36,720	33,122
Dean, vocational education	37,576	+ 6.6%	37,745	22,700	44,500	35,371	36,686

— No data
Note: Data are intended "only to obtain a broad overview"

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

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News Summary

Articles on inside pages

The president of Auburn University, H. Hanly Funderburk, Jr., has resigned following a yearlong campaign against him by the faculty. Story on Page 3.

The strange practices of the "Moonies," the Hare Krishnas, and other cults raise troubling questions concerning religious liberty and intellectual freedom. Story on Page 5.

A federal law setting 70 as the minimum mandatory retirement age applies to employees of state and local governments. Story on Page 11.

New rules proposed by the Office of Management and Budget regarding lobbying by nonprofit organizations will be substantially revised following a barrage of public criticism. Story on Page 11.

A federal judge has ruled that the National Collegiate Athletic Association did not violate antitrust laws in setting up women's championships. Story on Page 17.

Many publishers still offer discounts to academics, although they no longer actively advertise the practice. Story on Page 23.

Assistants to the chief executives of university systems are the best-paid "second line" administrators in higher education. Story on Page 23.

Virtue has become a meaningless concept in today's society, says Alasdair MacIntyre, a philosopher and the author of *After Virtue*. Story on Page 25.

A Soviet dissident who charged that Moscow State University discriminated against Jewish students has been sentenced to seven years in prison. Story on Page 21.

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Governors Warned About Weaknesses of Colleges in High-Technology Areas

By JACK MAGARRELL
WASHINGTON

Just when states are looking to higher education to foster the development of high-technology industry, colleges and universities are showing signs of weakness, the country's governors were told last week.

"States should be strengthening their colleges and universities for the challenges and needs of a new technological age," said Gov. James B. Hunt, Jr., of North Carolina, chairman of the National Governors' Association's committee on technological innovation.

"Unfortunately," he said at the governors' winter meeting here last week, "there is evidence of declining strength . . . and a lack of vigor in our postsecondary institutions."

Governor Hunt's committee cited surveys indicating that 9 per cent of the engineering faculty positions in the U.S. were vacant, that nearly half the engineering schools had reduced their course offerings, and that a third had reduced their research efforts.

Professors Lured Away

The number of engineers graduating with doctoral degrees has been shrinking in recent years, industry has lured away some senior faculty members, and a third of the junior faculty members are from other countries, said the committee in a preliminary report of its studies.

Similar problems exist in computer-science departments, the report added.

It said faculty members in science and engineering departments, especial-

Continued on Page 8, Column 1

"There is evidence of declining strength and a lack of vigor in our postsecondary institutions."
–North Carolina Gov. James B. Hunt, Jr.

Modifications of New NCAA Rules Weighed by College Presidents

One proposal: bar freshmen from football and basketball

By J. SCOTT VANCE
WASHINGTON

The committee of college presidents that drafted the recently adopted rule on academic requirements for athletes says it is willing to consider modifying them. It will meet this spring with black-college presidents to determine how to do so.

According to members of the presidents' committee and black leaders who will take part, the meeting could lead to a proposal to bar freshmen from college athletic competition, at least in basketball and football.

The 37-member presidents' committee, sponsored by the American Council on Education, held its fourth meeting here late last month to decide where it "will go from here," said Robert Aaron, a spokesman for the A.C.E.

The meeting was the panel's first since the National Collegiate Athletic Association adopted the new rule on academic requirements in January. The panel, which proposed the requirements and was the driving force behind their adoption, has been criticized ever since by black-college presidents and others because of what they perceive to be the rule's discriminatory impact on blacks.

The rule, which is scheduled to take effect in 1986, will require students to have earned a minimum standardized-test score and a minimum grade average in a specified curriculum to participate in sports in their freshman year. The rule applies only to the 277 institutions in Division I of the N.C.A.A. The inclusion of minimum test

Continued on Page 19, Column 1

House Approves $425-Million for Science

Funds to aid education, improvement of teaching

By KIM McDONALD
WASHINGTON

The House of Representatives voted 348 to 54 last week to authorize $425-million for new science-education programs in fiscal 1984, about $350-million more than President Reagan requested.

Supporters said the bill, HR 1310, would help alleviate shortages of trained teachers of science and mathematics that they said had reached crisis proportions.

"It will beef up our national defense without more weapons," said Rep. Carl D. Perkins, Democrat of Kentucky and chairman of the House Education and Labor Committee. He compared the measure to the National Defense Education Act, which Congress passed in 1958 to boost science education after the Soviet Union launched Sputnik 1.

$295-Million to Education Dept.

Under the bill passed last week, which Mr. Perkins co-sponsored with Rep. Don Fuqua, Democrat of Florida and chairman of the House Science and Technology Committee, the Education Department would receive $295-million in fiscal 1984 to improve precollege instruction in science and mathematics and in foreign languages "critical" to the country's scientific efforts.

The remaining $130-million would go to the National Science Foundation for a variety of activities, including programs to help colleges and universities retain members of their engineering faculties, improve their science instruction, and replace obsolete research equipment.

Money for the foundation's programs would be authorized for five years, while funds for the programs managed by the Education Department would be authorized for two or three years.

The Senate has not yet drafted a science-education bill. A panel of the Senate Labor and Human Resources Committee will begin hearings this week on science-education legislation introduced by Sen. Clai-

Continued on Page 15, Column 1

Championships Saved by Women Skiers

A move to include women in the National Collegiate Athletic Association's skiing championships, to be held this week, is likely to save the men's event from being abolished. At right, a University of Vermont coach encourages one of his skiers in the recent Eastern championships.

For details, see Page 18.

JEAN GWALTNEY

'In' Box

Do applicants for college and university jobs falsify their credentials? And, if they do, what are the chances that someone will find out?

In private industry, a recent study found, such fraud could easily go undetected because employers often don't check applicants' backgrounds.

Walter M. Vernon, a professor of psychology at Illinois State University, found in a survey that only 10 of 69 Illinois businesses required applicants to submit college transcripts. More than one-third said they did not ask for references, and only 19 said they got in touch with all the references listed. Only 5 said they called an applicant's previous supervisor.

Mr. Vernon, a former personnel official in private industry, says he doesn't think that fraud is as likely to go undetected in academe because of its greater emphasis on credentials.

But Richard D. Howe, director of equal-opportunity programs at Appalachian State University, says universities have been "lackadaisical" in investigating applicants, particularly for faculty positions.

Appalachian State, for one, asks applicants to provide official college transcripts for all positions that require academic credentials. The practice began several years ago, Mr. Howe says, after officials discovered that "two or three" faculty members had submitted altered copies of their transcripts.

Colleges can be choosier these days, he says, and there's no need for them to take on any "bad apples."

▪

In the debate between publishers and educators over classroom use of copyrighted works, some people on both sides blame the photocopier. And, they suggest, the problem can't be eliminated until technology provides a way to curb unauthorized use of copying machines by faculty members, students, and others.

Such developments may not be far off. General Meters Corporation, a small company in Beverly Hills, Cal., is selling an unusual computer system to monitor copying activities.

Called the Copier Accountant, the system enables faculty members and students to use special "credit" or "debit" cards that record the amount of copying they do, says Leon S. Gottlieb, president of General Meters. The computer charges faculty members' departments for copying costs, he says, while students pay in advance for cards that allow a specified amount of copying.

Mr. Gottlieb says the system will discourage people from copying documents for their personal use "when they realize that somebody is watching them." He says it could reduce copying on campus equipment up to 30 per cent.

Several universities probably will install the system soon, he adds.

So far the machine can be used only to record how much copying is done rather than who is copying what. Next year, however, is 1984.

For details about the Copier Accountant, write to Mr. Gottlieb at 433 North Camden Drive, Suite 1200, Beverly Hills, Cal. 90210, or call (213) 274-2617.

Personal & Professional

Book Publishers Still Offer Discounts to Scholars but Publicize Them Less

Economic considerations over the past decade, including the apparent failure of some professors to pay their bills promptly, have led book publishers to stop actively promoting discounts for members of academe.

But discounts, even for books unrelated to a scholar's professional activities, still exist. So do opportunities to obtain complimentary copies of books used in the classroom—which many publishers continue to mail out free, often without being asked. For discounts, though, the initiative now seems to rest more with the scholar than in the past.

Those are the essential findings in a series of informal interviews with publishing officials in recent days. They still value the "good will"—and future sales—that can come from giving special consideration to college and university faculty members, but most of them no longer make a point of advertising such favors.

Getting Payments a 'Nightmare'

The main reason, says David P. Amerman, a vice-president at Prentice-Hall, is that getting faculty members to pay for books ordered directly from publishers can be a "nightmare."

"Nobody's trying to build that kind of market" among faculty members, says Mr. Amerman, a former president of Prentice-Hall's college division. "We'd just as soon have them deal with the college bookstore."

At most campus bookstores, however, discounts for faculty members were discontinued some years ago after students objected that they were being excluded and, bookstore officials note, as faculty salaries increased.

Nevertheless, publishers still have liberal policies for providing complimentary "examination" copies to faculty members who request them—despite complaints that the privilege is widely abused. One assumption is that such policies lead to enough additional sales to outweigh the financial drawbacks.

Publishers continue to honor requests for examination copies because they "don't want to risk offending professors and losing their orders," says Charles A. Thodt, manager of education and meetings for the National Association of College Stores.

At Bantam Books, Doris Bass, director of school and college sales, says she considers the cost of providing examination copies part of her advertising budget, and faculty members can get them simply by writing for them. Publishers apparently do not bother to verify the authenticity of an order as long as it comes on campus stationery.

"We don't require proof of anything," Ms. Bass says.

However, faculty members seeking discounts on books for their personal libraries will find that policies differ significantly from publisher to publisher.

At Holt, Rinehart & Winston, "anyone who works for a school, library, or college" can obtain a 35-per-cent discount on the company's trade books, according to Dagmar Greve, director of school and library programs.

Even a book that isn't likely to be used in the classroom, such as *The Complete Job Search Handbook* by Howard Figler, is eligible for the discount. Orders must be written on campus stationery, and scholars should expect books to be shipped to their institutions, not their homes.

Most Discounts Below 35 Pct.

A 35-per-cent saving is not typical, however. Most discounts range from 10 per cent to 20 per cent, with many publishers refusing to pay for postage on books ordered directly from their warehouses.

That practice may make it worthwhile for faculty members to shop at bookstores, instead.

But in some cases, notes Kent Oswald, an administrative assistant at American University Press Services, "courtesy" discounts of 40 per cent or more may be available, especially from companies that regularly publish a faculty member's own works.

Since discount policies may vary within publishing companies, it's wise to check with the divisions handling particular books. At Harper & Row, for instance, the college division gives professors 10 per cent on any college text they order.

But at Basic Books, a Harper & Row subsidiary, 10-per-cent discounts are limit-

Continued on Following Page

Presidential Assistants Tops in '2nd Line' Pay

By ROBERT L. JACOBSON

WASHINGTON

Assistants to the chief executives of college and university systems are the best-paid "second line" administrators in higher education, the College and University Personnel Association has found in its annual compensation survey. With a median salary of $36,000, they are earning more than the median salaries reported for officials in 38 other second-line positions this academic year.

The assistants' salary level also puts them ahead of administrators in about 50 categories of "first line" campus positions. For example, chief campus budget officers, public-relations officers, and deans in several disciplines were all found to have median salaries below $36,000 this year. Assistants to the presidents of individual campuses were found to have median salaries of $30,632.

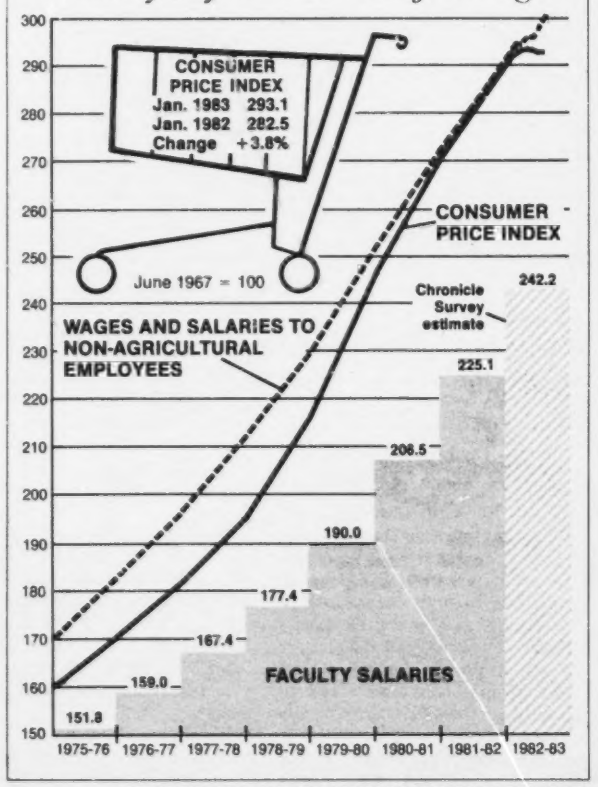
A table of median salaries for second-line administrative positions appears on Page 24 of this issue. For comparable data on salaries of first-line administrators, see the March 2 issue of *The Chronicle*.

Second-line administrative positions are generally "administrative support" jobs, noted Stephen S. Miller, executive director of the personnel association. The survey included them for the first time this year at the request of the Interassociation Management Related Group, an informal consortium of administrative organizations in higher education.

In some cases, Mr. Miller said, the decision to designate posi-

Continued on Following Page

Faculty Pay and the Cost of Living



SOURCES: DEPARTMENT OF LABOR, DEPARTMENT OF COMMERCE, JOHN MINTER ASSOCIATES, AND AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

FACT–FILE

Median Salaries for Administrators in 'Secondary' Positions, 1982-83

	All institutions	Public institutions	Private institutions	All universities	4-year colleges	2-year colleges
Assistant to president, system	$36,000	$36,684	$30,000	$38,000	—	$27,775
Assistant to president, institution	30,632	33,385	26,244	36,300	$27,000	29,256
Director, accounting	26,953	29,196	22,650	31,000	20,544	27,329
Director, annual giving	25,000	27,708	24,120	28,300	22,000	20,000
Director, computer center						
Academic	30,300	32,121	29,000	34,400	24,720	23,474
Administrative	29,900	32,122	27,000	35,000	24,602	27,139
Director, corporate and foundation relations	27,394	28,200	27,000	31,000	24,085	26,622
Director, estate planning	30,084	32,796	29,660	34,000	25,500	—
Director, medical-center public relations	30,184	28,820	37,950	30,808	—	—
Director, sports information	19,250	21,500	16,400	21,100	14,568	14,300
Director, student activities	23,000	26,137	18,000	27,428	18,150	24,719
Manager, benefits	21,820	21,925	21,400	22,212	20,140	21,450
Manager, employee relations	28,397	28,397	26,600	28,955	15,000	27,000
Manager, employment	22,584	23,280	20,100	23,088	16,200	24,661
Manager, payroll	20,718	22,464	17,440	23,285	16,100	19,118
Manager, personnel-information	21,306	20,304	26,500	24,000	19,249	19,148
Manager, printing service	21,000	21,828	18,400	23,004	16,850	21,590
Manager, training and development	26,111	25,681	30,000	25,596	—	28,000
Manager, wage and salary	24,748	24,703	25,004	25,000	20,500	25,000
Associate director, admissions	22,416	25,351	20,400	25,536	20,000	20,700
Associate director, food services	22,256	23,472	20,000	25,400	18,000	15,366
Associate director, personnel	25,600	27,000	24,500	28,667	19,521	25,740
Associate director, physical plant and facilities management	26,940	29,130	22,750	31,385	21,500	25,705
Associate director student housing	20,276	23,636	16,224	22,307	15,147	—
Associate registrar	23,250	25,450	18,644	25,893	18,020	23,000
Assistant director, admissions	18,000	20,518	15,950	19,591	15,900	17,605
Assistant director, student union	19,575	21,000	16,350	20,850	14,929	15,592
Assistant registrar	18,065	20,172	15,600	20,068	15,195	17,300
Admissions counselor	14,388	16,970	13,000	15,750	13,100	17,663
Financial-aid counselor	16,321	17,850	14,750	16,727	15,100	18,500
Placement counselor	17,951	19,425	16,500	18,000	16,900	19,635
Administrative dietitian	19,843	19,150	20,294	19,500	18,150	—
Coordinator, resource development	21,600	26,000	19,600	24,100	18,200	31,300
Specialist, grants and contracts	22,800	23,719	21,560	23,604	18,280	23,328
Superintendent, buildings & grounds	23,745	24,666	22,000	26,784	21,029	22,718
Union business manager	20,295	22,000	15,300	21,700	17,128	—
Housing officers						
Administrative operations	20,448	22,038	17,500	21,213	15,700	—
Family housing	19,884	19,884	19,000	20,000	—	—
Residence life	17,390	20,055	13,200	20,148	12,900	12,864

— No data
Note: Data are intended "only to obtain a broad overview."

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

Leaders in '2nd-Line' Salaries *Continued from Preceding Page*

tions as first line or second line was somewhat arbitrary and might be changed next year. At that time, the personnel association plans to begin reporting year-to-year percentage changes in salaries for secondary positions, as it already does for primary positions.

Its main report this year showed that median salaries for 94 primary positions had risen 6.4 per cent since 1981-82.

Besides presidential assistants, the survey showed, highly paid second-line administrators include directors of academic computer-center operations ($30,300), public-relations directors at university medical centers ($30,184), and directors of estate planning ($30,084).

Mr. Miller said a finding that median salaries of secondary administrators exceeded those for some first-line positions could reflect variations in data submitted by colleges and universities. In all, 1,366 institutions provided "usable data," a report of the survey noted, but Mr. Miller said not all institutions had reported salaries for all positions.

Copies of the report, *1982-83 Administrative Compensation Survey Supplement*, are available from the College and University Personnel Association, 11 Dupont Circle, N.W., Suite 120, Washington 20036. The price is $10 for association members, $25 for nonmembers participating in the survey, and $50 for others.

Book Publishers' Discounts *Continued from Preceding Page*

ed to books in the faculty member's own discipline.

Among university presses, a policy of offering academic discounts is fairly common. Some of the presses, however, restrict discounts to their universities' own faculty members.

"We don't want to undermine the efforts of bookstores and wholesalers," says Gary Lawton, sales manager at the Harvard University Press.

Likewise, publishers of mainly scholarly and professional books are unlikely to give academic discounts on professional books since their audience is composed largely of faculty members.

"We might as well just cut our prices by 10 per cent," says Nancy Greenwood, direct-mail manager of the MIT Press and former manager of its textbook sales and exhibits.

To simplify the process of ordering books at a discount, some faculty members may wish to try an approach used by Patricia Gardner, an associate professor of English at Utah State University. She simply deducts what she thinks is an appropriate "professional" discount and sends in her payment in advance.

Never Asked for Full Price

Ms. Gardner says no publisher has ever asked her to pay the full price of a book.

In addition, academic convention-goers often get excellent buys on books sold at publishers' exhibits.

The standard discount for books on display at academic meetings is 20 per cent, says Mr. Oswald. If you use order forms distributed at display booths—or mention having attended a particular meeting—publishers usually extend the discount for 10 days to two months after the convention.

Many faculty members also have found that, if they wait until the last day of a convention, they can get discounts of 50 per cent or more because publishers may wish to avoid the cost of shipping books back to their warehouses.

(For a comprehensive list of publishers' addresses and phone numbers, consult *Literary Marketplace*, which is available at most libraries.)

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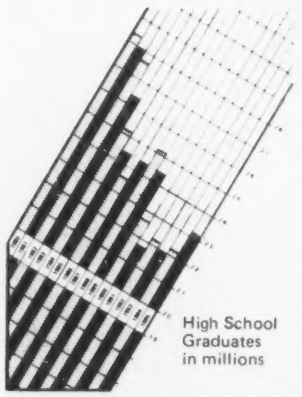

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